

We are proud of the steps that have been taken to combat slavery and human trafficking.

We are passionate about being a responsible business that promotes inclusivity and diversity and treats its people with dignity and respect. Our people make our business the success it is today. We do not tolerate slavery and human trafficking and outlined below is our commitment to ensuring that neither have a place within our business.

#### Organisation Structure

Our business specialises in asset management and engineering services and is the exclusive UK distributor for the Hyster and Yale ranges of forklift trucks and other materials handling equipment. Our ultimate parent company is Sammons Enterprises Inc, which has its head office in the United States of America. Our businesses in the United Kingdom and Ireland have a total headcount of over 2,000 employees.

#### Our policies on slavery and human trafficking

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Anti-slavery Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains. Our policy is to assess and address the risks of violations of human trafficking and modern slavery laws. We seek to adopt procedures that contribute to ensuring modern slavery does not occur in our business or supply chains and we expect organisations with whom we do business to adopt and enforce policies to comply with the legislation.

#### Due diligence processes for slavery and human trafficking

We require suppliers to ensure they comply with international standards, best practice and modern slavery laws as well as with our own Supplier Code of Conduct (which prohibits forced labour).

As part of our initiative to identify and mitigate risk we have in place systems to:

- Identify and assess potential risk areas in our supply chains.
- Mitigate the risk of slavery and human trafficking occurring in our supply chains.
- Monitor potential risk areas in our supply chains.
- Protect whistleblowers.

#### Supplier adherence to our values and ethics

We have zero tolerance to slavery and human trafficking. To ensure all those in our supply chain and contractors comply with our values we have in place a supply chain compliance program.

### Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide training to our staff. Training in our Parent company's Code of Ethics must be completed by all employees.

### Our effectiveness in combating slavery and human trafficking

We use the following key performance indicators (KPIs) to measure how effective we have been to ensure that slavery and human trafficking is not taking place in any part of our business or supply chains:

- Confirmation by suppliers of compliance to the Modern Slavery Act through their own modern slavery statement. A commitment to collaborate closely with suppliers to help them understand and work towards their own obligations under the Modern Slavery Act.
- A Supplier Code of Conduct, used for all new major suppliers of goods and/or services clearly stating adherence to the Modern Slavery Act.

Following a review of the effectiveness of the steps we have taken in 2023 to ensure that there is no slavery or human trafficking in our supply chains we intend to take the following further steps to combat slavery and human trafficking:

- Focused training/refresher training for all employees.
- Adoption of new systems to enhance our ability to monitor risk areas in our supply chain.

### Statement

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our company's slavery and human trafficking statement for the financial year ending 31 December 2023.